

Sexual Harassment

Lesson Objectives

- ✓Communicate DA's policy on sexual harassment
- ✓Describe the forms of sexual harassment
- ✓Describe the two categories of sexual harassment

Lesson Objectives

- ✓Discuss the effects of sexual harassment on an individual, unit, and mission
- ✓Discuss the leader/ Future leader's responsibilities in preventing sexual harassment
- ✓Discuss strategies for combating sexual harassment

DA's Policy

✓ Sexual harassment is a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, and occurs when:

✓ Unwelcomed is determined by the recipient.

When:

✓ Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career.

When:

✓ Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person.

When:

- ✓ Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

Policy (cont.)

- ✓ Any person in a supervisory position who:
 - (a) Uses or condones explicit or implicit sexual behavior to control, influence, or affect the career, pay, or job of another soldier or civilian employee is engaging in sexual harassment.
 - (b) Makes deliberate or repeated unwelcomed verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

Sexual Harassment

- ✓ Is not limited to the work place
- ✓ Can occur anywhere
- ✓ Violates acceptable standards
- ✓ Interferes with mission accomplishment
- ✓ Will not be engaged in by soldiers or Army civilians

Forms of Sexual Harassment

- ✓ Verbal
- ✓ Nonverbal
- ✓ Physical

VERBAL

- ✓ Profanity- obscene or degrading terms for men or woman and inappropriate use of terms of endearment
- ✓ Obscene jokes, cat calls, or cadence with sexual overtones
- ✓ Spreading rumors about an Ind. sex life
- ✓ Sexually oriented remarks about a person's clothing or body
- ✓ Persistent requests for dates

NON-VERBAL

- ✓ Gestures made with intentional sexual overtones
- ✓ Staring, leering, blowing kisses, licking lips
- ✓ Leaving sexually suggestive notes, magazines, cartoons, mugs, or pictures
- ** Overlooking, ignoring, or failing to take action on illegal activities or reported sexual harassment

PHYSICAL

- ✓ Unsolicited or unwanted touching of any part of clothing or body
- ✓ Cornering or blocking
- ✓ Stalking or following

Categories

- ✓ Quid pro quo
- ✓ Hostile environment
 - offensive
 - unwanted
 - unsolicited

Effects of Sexual Harassment

- ✓ Effects on individuals
 - anger
 - reduction in performance
 - avoidance
 - increased absentee rate
 - self-blame

Effects of Sexual Harassment

- ✓ Effects on unit
 - loss of unit cohesion
 - low morale
 - undermines readiness
- ✓ Effects on mission
 - detracts from mission accomplishment

Leader / Future leader's Responsibilities

- ✓ Examine own behavior
- ✓ Provide a healthy environment
- ✓ Control social interaction
- ✓ Take corrective actions

Leader/ Future leader's Responsibilities

- ✓ Establish and enforce standards
- ✓ Read and understand policies
- ✓ Be knowledgeable
- ✓ Educate and inform all soldiers

Strategies

- ✓Be proactive
- ✓Conduct training
- ✓Have individuals role play
- ✓Use films
- ✓Use bulletin boards
- ✓Be familiar with regs and policies

SUMMARY

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